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LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

The 31st July, 2015

**S.R.O.No. 335/2015**— The following proposals which the State Government propose to make in exercise of the powers conferred by clause (b) of sub-section (1) and clause (b) of sub-section (2) of Section 3 of the Minimum Wages Act, 1948 (11 of 1948) for revising the minimum piece-rate of wages as specified in column (6) of *Annexure-I* and *II* of the Schedule below in respect of items specified against each in column (3) of *Annexure-I* and *II* of that Schedule, payable to the employees employed in the employments specified in column (1) thereof for the whole State of Odisha, is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for information of all persons likely to be affected thereby; and notice is hereby given that the said proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Odisha Gazette*.

Any objection or suggestion which may be received from any person in respect of the said proposal before expiry of the period so specified above will be considered by the State Government.

## SCHEDULE

*Annexure-I*

### Proposed Minimum rate of wages for piece rated employments

Sl. No.	Name of the Scheduled Employment	Name and Quantum of work concerning	Existing rate of wages in Rs. w.e.f. 17.12.2014	Percentage of hike @ 33.3% in Rs. (Col.4x1/3)	Proposed rate of wages in Rs. ( Col.4+ Col. 5)
(1)	(2)	(3)	(4)	(5)	(6)
1	Saw Mills	<b>1.Truck Loading</b>			
		(a) Log loading girth (30 cm to 105 cm)	478.25	159.42	637.67 Per truck
		(b) Log loading girth (117cm to 150 cm)	667.54	222.51	890.05 Per truck
		(c) Log loading girth (153 cm)	834.32	278.11	1112.43 Per truck
		(d) Bolly/Fair wood load	384	128.00	512.00 Per truck
		<b>2.Truck Unloading</b>			
		(a)Round Timber	144.7	48.23	192.93 Per truck
		(b)Size on Sawn Timber	188.7	62.90	251.60 Per truck
		<b>3.Stacking</b>			
		(a) Log stacking	4.86	1.62	6.48 per piece
		(b) Bolly stacking	3.9	1.30	5.20 per piece
2	Timber trading (including falling and swaing).	<b>1.Truck Loading</b>		0.00	0.00
		(a) Log loading girth (30 cm to 105 cm)	478.25	159.42	637.67 Per truck
		(b) Log loading girth (117cm to 150 cm)	667.54	222.51	890.05 Per truck
		(c) Log loading girth (150cm and above)	832.32	277.44	1109.76 Per truck
		(d) Bolly/Fair wood load	384	128.00	512.00 Per truck
		<b>2.Truck Unloading</b>			
		(a) Round Timber	144.7	48.23	192.93 Per truck
		(b) Size on Sawn Timber	188.52	62.84	251.36 Per truck
		<b>3.Stacking</b>			
		(a) Log stacking	5.06	1.69	6.75 per piece
		(b) Bolly stacking	3.89	1.30	5.19 per piece
3	Timber trading (excluding falling and sawing).	<b>1.Truck Loading</b>			
		(a) Log loading girth (30 cm to 105 cm)	478.25	159.42	637.67 Per truck
		(b) Log loading girth (117cm to 150 cm)	667.54	222.51	890.05 Per truck
		(c) Log loading girth (150 cm and above)	834.32	278.11	1112.43 Per truck
		(d) Bolly/Fair wood load	384	128.00	512.00 Per truck
		<b>2.Truck Unloading</b>			
		(a) Round Timber	144.69	48.23	192.92 Per truck
		(b) Size on Sawn Timber	188.52	62.84	251.36 Per truck
		<b>3.Stacking</b>			
		(a) Log stacking	5.06	1.69	6.75 per piece
		(b) Bolly stacking	3.89	1.30	5.19 per piece

(1)	(2)	(3)	(4)	(5)	(6)
<b>4</b>	<b>Tiles and Brick making.</b>	<b>1.Brick making</b>			
		(a) Mixing of clay, moulding and supply of 1000 raw bricks of standard size	465.47	155.16	620.63
		(b) Loading and firing of 1000 bricks into kin within a distance of 50 metres	122.57	40.86	163.43
		(c) Unloading of 1000 bricks from the furnace and stacking within a distance of 50 metres.	58.96	19.65	78.61
<b>5</b>	<b>Oil Mills</b>	1.Loading of 100 bags of 75 Kgs each	343.07	114.36	457.43
		2.Unloading of 100 bags of 75 kgs each	343.07	114.36	457.43
		3.Bagging of 100 bags of 75 kgs each	343.07	114.36	457.43
		4.Weightig of 100 bags of 75 kgs each	245.14	81.71	326.85
		5.Stalking of 100 bags of 75 kgs each	245.14	81.71	326.85
		6.Sewing of 100 bags of 75 kgs each	245.14	81.71	326.85
		7.Wellding of 100 bags of 75 kgs each	367.74	122.58	490.32
		8.Unloading/Loading of 100 full tins of 16 kgs each	195.9	65.30	261.20
		9.Unloading/Loading of 100 empty tins	24.43	8.14	32.57
		10.Full cake bags loading / unloading	343.07	114.36	457.43
		11.Gunny bag loading/unloading of bundles each containing 50kgs	122.57	40.86	163.43
		12.Husk loading/Unloading per truck	195.9	65.30	261.20
<b>6</b>	<b>Salt Pans</b>	1.Manufacture of Salt	1984.84	661.61	2646.45 per gadisa comprising of 60 bags of 70 kgs. each
		2.Loading and Unloading	343.07	114.36	457.43 per 100 of 75 kgs. each
<b>7</b>	<b>Construction or maintenance of roads or building operations.</b>	1.(a) Drilling hole 2.5cm. to 4 cm dia in granite rock	392.17	130.72	522.89 per running metre
		(b)Drilling hole 2.5cm to 4 cm dia in rock other than granite	318.47	106.16	424.63 per running metre
		(c)Cutting in soft disintegrated rock removed by pick axes and crow bars within 50 metres initial lead and 1.5 metre initial lift.	15290.54	5096.85	20387.39 per 100 cum
		(d)Earthwork in ordinary soil within 50m initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5 cm to 7 cm and laying in layers not exceeding 0.30 in depth.	4489.3	1496.43	5985.73 per 100 cum
		(e)Earthwork in hard soil or gravelly soils within 50m initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5 cm to 7 cm and laying in layers not exceeding 0.30 in depth.	6033.06	2011.02	8044.08 per 100 cum
		(f) Earthwork in stony earth and gravels mixed with stone and boulders not exceeding 0.014cum. In volume with 50m. initial lift including rough dressing and breaking clods to minimum 5 cm to 7 cm and laying in layers not exceeding 0.30 in depth.	9489.95	3163.32	12653.27 per 100 cum
		(g) Earthwork in slushy soil in water upto 0.6m depth requiring the aid of pan vessels within 50m initial lead and 1.5m. initial lift.	6175.03	2058.34	8233.37 per 100 cum

(1)	(2)	(3)	(4)	(5)	(6)
		<b>2.Loading and Unloading</b>			
		(a) Loading into and unloading from trucks and stacking as directed within 50m. lead.	4.27	1.42	5.69 per quintal
		(b) Loading in trucks, unloading from trucks except sand, granite, chips, metals and wood as directed within 50m. lead.	34.12	11.37	45.49 per cum
		(c) Loading in trucks, unloading from trucks sand, granite, chips, metals and wood within 50m. lead.	34.12	11.37	45.49 per cum
		(d) Load and unloading from trucks bulk materials such as home pipes etc. as directed within 50m. Lead.	41.52	13.84	55.36 per cum
		(e) Unloading from wagons 1m. clear of rails in platform for cement, coal, AC sheet, Tarphet paints etc. within 15m. lead.	3.48	1.16	4.64 per quintal
		(f) Unloading from Railway wagons, loading in trucks and unloading and stacking at the godown within 15m. lead.	9.69	3.23	12.92 per quintal
		<b>3.Conveyance by head loads:</b>			
		(i) Bajri, Gravel, Stone, Sand etc. upto 50m.	11.65	3.88	15.53 per every cum
		(ii) Bajri, Gravel, Stone, Sand etc. upto 100 m.	19.56	6.52	26.08 per every cum
		(iii) Bajri, Gravel, Stone, Sand etc. upto 150 m.	34.91	11.64	46.55 per every cum
		<b>4. Conveyance of heavy materials by sangimullas within 100m.</b>	Add 50% extra over the above rate		
<b>8</b>	<b>Stone Breaking and Stone Crushing.</b>	<b>1.Stone Breaking or Stone Crushing</b>			
		(a) Granite Stone Broken metal 5cm size crusher.	441.04	147.01	588.05 C.B.
			392.14	130.71	522.85 H.B. per cum
		(b) Granite Stone Broken metal 4cm size crusher.	490.08	163.36	653.44 C.B.
			421.4	140.47	561.87 H.B. per cum
		(c) Granite Stone Broken metal to 2.5cm size.	784.29	261.43	1045.72 C.B..
			710.58	236.86	947.44H.B. per cum
		(d) Granite Stone Broken metal to 2cm size.	906.47	302.16	1208.63 C.B.
			808.72	269.57	1078.29 H.B. per cum
		(e) Granite Stone Broken metal to 12mm size.	980.18	326.73	1306.91 C.B.
			882.04	294.01	1176.05 H.B. per cum
		(f) Granite Stone Broken metal to 6 mm size.	1029.04	343.01	1372.05
		(g) Stone other than Granite Broken to 5cm size.	195.9	65.30	261.20 per cum
		(h) Stone other than Granite Broken to 4cm size.	220.5	73.50	294.00 per cum
		(i) Stone other than Granite Broken to 1.5cm size.	269.57	89.86	359.43 per cum
		(j) Stone other than Granite Broken to 2 cm size.	314.81	104.94	419.75 per cum
		(k) Stone boulder 15cm and above other than Granite.	112.89	37.63	150.52 per cum
		(l) Stone boulder 15cm and above other than Granite.	112.89	37.63	150.52 per cum

(1)	(2)	(3)	(4)	(5)	(6)
		<b>2.Loading and Unloading</b>			
		(a) Loading into and unloading from trucks and stacking as directed within 50m. lead.	4.27	1.42	5.69 per quintal
		(b) Loading in trucks, unloading from trucks except sand, granite, chips, metals and wood as directed within 50m. lead.	34.35	11.45	45.80 per cum
		(c) Loading in trucks, unloading from trucks sand, granite, chips, metals and wood within 50m. lead.	34.35	11.45	45.80 per cum
		(d) Load and unloading from trucks bulk materials such as home pipes etc. as directed within 50. Lead.	41.52	13.84	55.36 per cum
		(e) Unloading from wagons 1m. clear of rails in platform for cement, coal, AC sheet, Tarphet paints etc. within 15m. lead.	3.48	1.16	4.64 per quintal
		(f) Unloading from Railway wagons, loading in trucks and unloading and stacking at the godown within 15m. lead.	9.69	3.23	12.92 per quintal
		<b>3.Conveyance by head loads:</b>			
		(i) Bajri, Gravel, Stone, Sand etc. upto 50m.	11.65	3.88	15.53 per every cum
		(ii) Bajri, Gravel, Stone, Sand etc. upto 100m.	19.61	6.54	26.15 per every cum
		(iii) Bajri, Gravel, Stone, Sand etc. upto 150m..	38.21	12.74	50.95 per every cum
		<b>4. Conveyance of heavy materials by sangimullas within 100m.</b>	Add 50% extra over the above rate		
<b>9</b>	<b>Construction maintenance of dams and embankments irrigation projects and sinking of wells and tanks.</b>	1.(a) Drilling hole 2.5 cm to 4cm dia in granite rock	392.17	130.72	522.89 per running metre
		(b) Drilling hole 2.5 cm to 4 cm dia in rock other than granite	318.47	106.16	424.63 per running metre
		(c) Cutting in soft disintegrated rock removed by pick axes and crow bars within 50 metres initial lead and 1.5 metres initial lift.	15290.54	5096.85	20387.39 per 100 cum
		(d) Earthwork in ordinary soil within 50m initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5cm to 7cm. and laying in layers not exceeding 0.30 in depth.	4489.3	1496.43	5985.73 per 100 cum
		(e) Earthwork in hard soil or gravelly soils within 50m initial lead and 1.5m initial lift including rough dressing and breaking clods to minimum 5cm and laying in layers not exceeding 0.30 in depth.	6033.06	2011.02	8044.08 per 100 cum

(1)	(2)	(3)	(4)	(5)	(6)
		(f) Earthwork in stony earth and gravels mixed with stone and boulders not exceeding 0.014 cum. in volume with 50m initial lift including rough dressing and breaking colds to minimum 5cm to 7cm and laying in layers not exceeding 0.30 in depth.	9409.55	3136.52	12546.07 per 100 cum
		(g) Earthwork in slushy soil in water upto 0.6m. depth requiring the aid of pan vessels within 50m initial lead and 1.5m. initial lift.	6175.03	2058.34	8233.37 per 100 cum
		<b>2. Loading and Unloading</b>			
		(a) Loading into and unloading from trucks and stacking as directed within 50m. Lead.	4.27	1.42	5.69 per quintal
		(b) Loading in trucks, unloading from trucks except sand, granite, chips, metals and wood as directed within 50m. lead.	34.35	11.45	45.80 per cum
		(c) Loading in trucks, unloading from trucks, sand, granite, chips, metals and wood within 50m. lead.	34.35	11.45	45.80 per cum
		(d) Load and Unloading from trucks bulk materials such as home pipes etc. as directed within 50m. lead.	41.7	13.90	55.60 per every cum
		(e) Unloading from wagons 1m. clear of rails in platform for cement, coal, Ac Sheet, Tarphet paints etc. within 15m. lead.	3.48	1.16	4.64 per quintal
		(f) Unloading from Railways wagons, loading in trucks and unloading and stacking at the godown within 15m.lead.	9.69	3.23	12.92 per quintal
		<b>(3) Conveyance by head loads:</b>			
		(i) Bajri, Gravel, Stone, Sand etc. upto 50m.	11.65	3.88	15.53 per every cum
		(ii) Bajri, Gravel, Stone, Sand etc. upto 100m.	19.61	6.54	26.15 per every cum
		(iii) Bajri, Gravel, Stone, Sand etc. upto 150m.	38.21	12.74	50.95 per every cum
		<b>4. Conveyance of heavy materials by sangimullas within 100m.</b>	Add 50% extra over the above rate.		
<b>10</b>	<b>Rice, Mills, Dal Mills and Floor Mills.</b>	1. Steaming of paddy for 100 bags of 75kgs each.	343.07	114.36	457.43
		2. Boiling of paddy for 100 bags of 75kgs each.	343.07	114.36	457.43
		3. Carrying of paddy for 100 bags of 75kgs each.	245.14	81.71	326.85
		4. Loading of 100 bags of 75kgs each.	343.07	114.36	457.43
		5. Unloading of 100 bags of 75kgs each.	343.07	114.36	457.43
		6. Bagging of 100 bags of 75kgs each	294.03	98.01	392.04

(1)	(2)	(3)	(4)	(5)	(6)
		7. Weighing of 100 bags of 75kgs each	245.14	81.71	326.85
		8. Stacking of 100 bags of 75kgs each	245.14	81.71	326.85
		9. Sewing of 100 bags of 75 kgs each	245.14	81.71	326.85
11	Bamboo Forest Establish-ment.	1.Bamboo cutting (including piecing bundling and stacking near the place of cutting).	1275.13	425.04	1700.17 per 100 bundles each has 21 pieces 2.3 metres.
		<b>2. Dragging</b>			
		(i) Within a radius of 100 metres	255.82	85.27	341.09 per 100 bundles
		(ii) For every additional 50 metres beyond 100 metres	144.69	48.23	192.92 per 100 metres
		3. Stacking at depot side and at all other places except near the place of cutting.	39.94	13.31	53.25 per 100 metres
		4. Rebundling	72.36	24.12	96.48 per 100 metres
		5. Loading	66.71	22.24	88.95 per 100 metres
		6.Unloading (including staking near the place of unloading).	47.69	15.90	63.59 per 100 metres
		<b>Explanation:- For the purpose of computation of minimum wages under this notification twenty-one small pieces of bamboos ranging from 0.5 metres to 1.5 metres in length each constitute half of a bundle.</b>			
12	Printing Press	<b>1.Composing Trade:</b>			For unit of work done
		(a) Distribution and supply of types for ordinary composition of manuscript without correction (Semi-Skilled).	51.58	17.19	68.77
		(b) Display and complicated finished job composition, correction, make up and imposition of composed matter.	52.17	17.39	69.56
		<b>2. Printing trade:</b>			
		(a) Distribution of ordinary jobs in small and simple type of trade platen/small handfed cylinder machine(Semi-Skilled).	39.94	13.31	53.25
		(b) Printing of complicated and coloured jobs in the above type of machine (Skilled).	46.55	15.52	62.07
		(c) Printing of straight forward job like forms and books in large size handfed flat bed machines, printing of above type of work in small size autofed platen and cylinder machine (Skilled).	46.55	15.52	62.07

(1)	(2)	(3)	(4)	(5)	(6)
		<b>3. Book Binding Trade:</b>			
		(a) Manual operations like a folding, gathering, pasting, stitching, numbering and hand sewing etc. (Semi-Skilled).	51.58	17.19	68.77
		(b) Operating common binding machines like small size paper cutting machines, Wire stitching machines etc. (Semi-Skilled).	51.58	17.19	68.77
		(c) Complicated and more skilled manual operation like machine sewing case making, gold blocking, gift digging, marbling etc. and operating large size guilothnes, semi automatic like folding machine, book sewing machines, knife, trimmers, gathering stitcher and flow like binding machines(Skilled).	51.58	17.19	68.77
		<i>Explanation:-</i> For the purpose of this notification-(a) Each workers for the Semi-Skilled work will turnout minimum 3 units of work per day which the employer is obliged to provide him and failing that employer will pay him the minimum wage per day inclusive of weekly off day wages. The employee will not refuse to work more if work is provided to him during normal working hours. in case of overtime work, he will be paid at double the rate. (b) Each workers for the unskilled work will turn out minimum 3.5 units of work per day for composing trade, book binding trade and 4 units of work per day for the printing trade. The employer will be obliged to provide him such quantity of work failing which the employer will pay him minimum wages per day. The worker will accept and execute more work if offered during the normal working hours. If he works overtime, he will be paid at double the rate.		0.00	0.00
<b>13</b>	<b>Collection of Sal Seeds.</b>	1. Undecoraticated Sal Seeds.	8.34	2.78	11.12 per kilogram of dryweight.
		2. Decoraticated Sal Seeds.	8.51	2.84	11.35 per kilogram of dryweight.



(1)	(2)	(3)	(4)	(5)	(6)
		3. Bagging, Weighing, and stitching Debagging and Stacking.	7.46	2.49	9.95 per 1 bag of 85 kilograms.
		4. Loading	4.86	1.62	6.48 per 1 bag of 85 kilograms.
		5. Unloading	2.93	0.98	3.91 per 1 bag of 85 kilograms.
<b>14</b>	<b>Kenduleaf Collection</b>	1. Plucking	0.47	0.16	0.63 per 20 leaves
		2. Binding	32.19	10.73	42.92 per bundle (5 kg bundle) per bag of 60 kgs
		3. Bagging	32.19	10.73	42.92 per bag of 60kgs
		4. Mulaya	18.61	6.20	24.81 per bag of 60 kgs.

*Annexure-II*

Sl. No.	Name of the Scheduled Employment.	Name and Quantum of work concerning.	Existing Rate of wage w.e.f. 06.01.2009	Proportionate rate of hike * @ 122.22% (Col.4x11/9).	Proposed rate of wages in Rs. (Col.4+Col.5).
(1)	(2)	(3)	(4)	(5)	(6)
1.	<b>Tobacco including beedi (making) manufacturing.</b>	1. Rolling of 1000 beedies.	63.28	77.34	140.62 per thousand
		2. Packing and Labeling of 1000 beedies.	2.408	2.943	5.35 per thousand

\*Minimum Time Rate of Wage for unskilled category in 2009 = Rs. 90 per day

Minimum Time Rate of Wage for unskilled category in 2015 = Rs.200 per day

$$\text{Percentage of hike} = \left( \frac{200 - 90}{90} \times 100 \right) = 122.22\%$$

[No.6756–LL-I(III)-39/15/LESI.]

By Order of the Governor

G. SRINIVAS

Principal Secretary to Government